

12-1226 YOUNG V. UNITED PARCEL SERVICE, INC.

DECISION BELOW: 707 F.3d 437

LOWER COURT CASE NUMBER: 11-2078

QUESTION PRESENTED:

The Pregnancy Discrimination Act ("PDA") provides that "women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment-related purposes * * * as other persons not so affected but similar in their ability or inability to work." 42 U.S.C. § 2000e(k). The question presented is:

Whether, and in what circumstances, an employer that provides work accommodations to nonpregnant employees with work limitations must provide work accommodations to pregnant employees who are "similar in their ability or inability to work."

CERT. GRANTED 7/1/2014